

Police Reform Initiatives			
Initiative	Category	Action	July 7, 2020 Status
Ban chokeholds	Policy	Revise Use of Force Policy	To be presented on August 11
De-escalation			
Verbal warnings before deadly force			
Reasonable alternatives (non-force; less-lethal force)			
Duty to intervene			
Ban shooting at moving vehicles			
Ban no knock warrants			
Structural changes to Police Dept.	Budget Considerations	Create civilian Police Chief of Staff and Public Information Officer positions	Commission request made July 7
Identify funding to expand OPA		Create an additional OPA staff position	Commission request made July 7
Redirect funding from Police		Charter requires Police receive 32% of GOF; budget and staffing review	Presentation on July 7
Increase efforts to recruit more diverse police candidates	Recruitment and Staffing	Lt. O'Brien assigned to lead this work and create a plan	To be presented on August 11
Enhance relocation incentives for Police personnel to live in GR		HR will recommend enhancements	To be presented on August 11
Establish Community Police Advisory Council for Chief	Community Engagement	6 initial members announced	Announced July 7
Create a safety and accountability ambassador program		Launch the program	To be presented on August 11
Create pathways for community input into Police plan and tactics		OPA's Strategic Plan will address this topic	To be presented on August 11
Review the committees and boards that oversee public safety		Review and report on committees and boards	To be presented on August 11
Names on all police uniforms	Transparency	Identification for all police fatigues	Completed
OPA report on all priority community police relations reports		Police recently compiled data and shared with OPA	To be presented on August 11
Police Department and Crime data transparency		Initial crime stats shared on July 7; Police Reform Dashboard	To be launched on August 11
Completion of OPA's Strategic Plan	Planning	OPA will launch a digital engagement platform by July 21	To be presented on August 11
OPA and OEE event on processing and healing from trauma	Equity Based Training	Therapists and counselors have been identified	To be presented on July 21
OEE and OPA to increase and enhance equity, justice, implicit bias training		RFP to be released July 10; staff trainings started June 19	Update presented on July 7
Information, awareness and resources to be an ally to address racism		OEE and OPA working to identify community group to design and implement	To be presented on August 11
Work with business community to increase summer opportunities for youth	Youth Empowerment	City launched Grow1000 Youth employment program	Employment begins July 13
Open public meetings for collective bargaining for police	Legal Research and Negotiations	City will discuss with labor groups; contracts in place until June 30, 2022	To be discussed prior to next round of negotiations
Subpeona power for Civilian Appeals Board		Attorney's Office will provide legal opinion in closed session to Commission	To be presented on July 21
MI Dept. of Civil Rights proposal		Attorney's Office will provide legal opinion in closed session to Commission	To be presented on July 21

19 original recommended initiatives

4 original initiatives requiring further consideration

4 new initiatives